

Tennessee Economic Council on Women

Second Biennial Report
2000-2002



Prepared by Barbara Devaney, Executive Director
Edited by Linda Knight, Secretary

State of Tennessee

September 1, 2002

September 1, 2002

The Honorable Don Sundquist
The Honorable John Wilder
The Honorable Jimmy Naifeh
The Honorable Riley Darnell
Members of the Tennessee General Assembly
Members of the Women's and Black Legislative Caucuses
Fellow Citizens of Tennessee

The Tennessee Economic Council on Women is pleased to present to you its second Biennial Report. The Council Overview and the pages that follow reveal the response of the Council to the legislative mandate set by the Tennessee General Assembly in 1998. Our primary work since September 2000 has resulted in:

- Development, publication, and distribution of eight County Resource Directories.
- Publication and distribution of the *Women's Economic Listening Tours* Report with input from over 500 Tennessee women on their economic needs.
- Collaboration in the publication and distribution of *The Status of Women in Tennessee*, a report with baseline economic data on Tennessee women.
- Development of a Council Website that includes Council publications.
- Development of eight recommendations to the Departments of Human Services and Labor and Workforce Development to improve job training for Tennessee women.
- Recruitment of 13 groups to implement girls mentoring and awareness campaigns.
- Statewide hearings, press conferences, media coverage, workshops and seminars.
- Collaboration with over 40 other Departments, Agencies and Organizations.
- Presentations about women's economic status to over 3,000 Tennesseans.

The Council's activities documented in the following pages reflect our commitment to our mission to act as an economic advocate for Tennessee women and girls. Despite our limited \$92,300 annual State appropriation and the fact that we are very new, we are proud of the return that we have provided on the State's investment in us. We have raised over \$155,000 in grants. Council members have donated over \$100,000 worth of their time to carry out the Council's work.

Thank you for your continued support and commitment to improving the economic status of women in Tennessee. We know that economic self-sufficiency is an issue that affects everyone, and raising the bar for women also improves the lives of families.

Sincerely,

Yvonne Wood
Chair

Barbara Devaney
Executive Director

Table of Contents

Overview	1
About the Council and this Report	3
Members, Staff, Interns	5
Legislative Mandate Report	7
Job Training Task Force	
Recommendations	8
Members	9
Tennessee Vocational-Technical Education	10
Evaluation and Reports	
Women's Economic Listening Tours	12
IWPR's <i>Status of Women in Tennessee</i>	13
Economic Impact of Violence against Women	14
Domestic Violence Statistics	15
County Resource Directories	17
Future Plans	18
Appendices	
Appendix A	
Enabling Legislation	19
Appendix B	
Amended Bylaws	23
Appendix C	
Brochure	28
Appendix D	
Council Members' Biographies	30
Appendix E	
History	33
Appendix F	
Presentations	37
Appendix G	
Council Members' In-Kind Contributions	44

The Tennessee Economic Council on Women Overview

Mission

The Tennessee Economic Council on Women is an economic advocate for women. It assesses Tennessee women's economic status, and develops and advocates solutions to address women's needs and helps women achieve economic autonomy. The Council sets priorities that are timely, cost-effective, and likely to result in positive changes for women.

Vision

The Tennessee Economic Council on Women will be *the* information source for Tennessee women.

Priorities for Women

- Education and Mentoring
- Job Training
- Economic Self-Sufficiency

Who We Are

The Tennessee Economic Council on Women is a state agency with 21 appointed members and an Executive Director. The Governor appoints six (6) members. The Speakers of the House of Representatives and the Senate jointly appoint nine (9) representatives of the State's Development Districts. The Speaker of the Senate appoints two (2) Senators and the Speaker of the House appoints two (2) Representatives. The Tennessee black caucus of state legislators and the legislative women's caucus make one appointment each.

What We Are About

The One Hundredth General Assembly created the Tennessee Economic Council on Women (TCA § 4-5-101, *et seq.*) to address the economic concerns and needs of women in Tennessee. These concerns and needs include, but are not limited to, employment policies and practices, educational needs and opportunities, child care, property rights, health care, domestic relations and the effect of federal and state laws on women.

The Council conducts research, holds hearings, develops recommendations and policy, educates the public, and engages in activities for the benefit of women. It is authorized to request funds from the federal government and private sources. The Council consults with and reports to the Governor, the Women's Legislative Caucus, the General Assembly and the pertinent agencies, departments, boards, commissions and other entities of State and local governments on matters pertaining to women.

Publications since September 1, 2000

2000 First Biennial Report

2001 Women's Economic Listening Tours

2002 Clay County Resource Directory

2002 Fentress County Resource Directory

2002 Macon County Resource Directory

2002 Pickett County Resource Directory

2002 DeKalb County Resource Directory

2002 Jackson County Resource Directory

2002 Overton County Resource Directory

2002 Van Buren County Resource Directory

2002 Tennessee Economic Council on Women Website: www.state.tn.us/sos/ecw

Events and Projects since September 1, 2000

- 2000 Economic Council on Women Meeting (2), Executive Committee Meetings (3)
Status of Women in Tennessee Report (Published by IWPR) and Press Conferences
In Memphis, Nashville and Johnson City
- 2001 Blount County “Sister to Sister” Girls’ Mentoring Program
Council Strategic Planning Retreat, Red Boiling Springs
Economic Council on Women meetings (4), Executive Committee Meetings (8)
Equal Pay Day Press Conference and Legislative Breakfast
Fentress and Overton County Women’s Resources Advisory Committees
Job Training Task Force Meetings
Putnam County “Income of Her Own” Girls’ Mentoring Program
Statewide Status of Women in Tennessee Presentations
U.S. Department of Agriculture Rural Business Opportunity Grant
Nine West Class Action Settlement Grant
Women’s Economic Council Foundation
- 2002 Clay, DeKalb, Jackson, Macon, Pickett and Van Buren County Resource
Directories
Columbia Women’s Listening Tours, Entrepreneurs Conference for 110
Economic Council on Women Job Training Task Force Report
Economic Council on Women meetings (3), Executive Committee Meetings (3)
Equal Pay Day Civic Club Presentations
Gender Gap Study, Council Member Yasmeen Mohiuddin, University of the South
Strategic Planning Retreat, Vanderbilt University
Tennessee Self-Sufficiency Project, Wider Opportunities for Women
Week of the Young Child Partnership, Women’s Forum on Childcare

Collaborations since September 1, 2000

Blount County Chamber of Commerce	Tenn. Dept. of State
Business and Professional Women, Donelson, Lebanon	Tennessee League of Women Voters
Girl Scout Councils, Cumberland Valley (Cookeville), Tanasi (Knoxville)	Women’s Political Caucus, Tennessee and Nashville
Institute for Women’s Policy Research	Upper Cumberland Development District
Jr. Leagues, Nashville and Tennessee	Upper Cumberland Region Health Councils: Clay, DeKalb, Jackson, Macon, Pickett, Fentress, Overton, Van Buren Counties
Nashville Academy of Medicine Alliance	USDA Rural Development
KPMG	University of Memphis Center for Research on Women
National Coalition of One Hundred Black Women	University of the South
Tenn. Dept. of Economic and Community Development	Women in Construction
Tenn. Dept. of Education	Women’s Foundation for a Greater Memphis
Tenn. Dept. of Health	Women’s Resource Center
Tenn. Dept. of Education	Women in Technology
Tenn. Dept. of Human Services	YWCA’s of Blount County, Memphis, Nashville and Middle Tennessee
Tenn. Dept. of Labor and Workforce Development	

About the Council and This Report

The Council

The Council's establishing legislation charges the Council to submit a biennial report. We are pleased to present this, our Second Biennial Report. The Council is administratively attached to the Department of State for all matters relating to receipts, disbursements, expense accounts, budget, audit and other items. We appreciate this Department's support over the past years.

During the past twenty-four months of operation, the Council has concentrated on four major activities:

- 1) Evaluating and Reporting on the Economic Status and Needs of Tennessee Women.
- 2) Increasing Women's Access to Educational Opportunities that Result in Living Wage Jobs.
- 3) Collaborating with Colleges and Universities, Industry, and the Tennessee Departments of Labor and Workforce Development and Human Services to Evaluate whether the Training That Women Have Received Has Helped Them to Obtain Living Wage Jobs.
- 4) Conducting Research and Developing Policy to Close Pay Inequities and Improve Women's Income, Benefits, and Retirement Income.

The Council's \$97,800 State appropriation is the source of funding for the compensation of its Executive Director, who was its sole full-time employee from 1999 to April 2001, and for its office operations. The appropriation is also supposed to fund travel expenses for Council members to attend quarterly meetings mandated by its legislation. The Council has met nine times and its Executive Committee has met fourteen times since September 2000. Many Council members have not received travel reimbursement for attendance at these meetings, and at Council events elsewhere, because our State appropriation cannot cover them.

The Council hired a Research Analyst in April 2001 after it received notice that it would be granted its request to the Tennessee Attorney General for a grant of \$150,000 from litigation settlement funds from a class action lawsuit against the Nine West Shoe Company pending in New York. The Council begins its 2002-2003 fiscal year with approximately \$83,000 remaining in settlement funds, which will be used to carry out mentoring and awareness programs for women and girls in 15 disadvantaged rural communities. The \$92,300 State appropriation will be used to carry out the other initiatives that the Council will conduct during this fiscal year. The Council needs to raise additional funds for fiscal year 2003-2004 to continue the Research Analyst position.

In January 2001, the Council held a retreat underwritten by the Upper Cumberland Development District at Red Boiling Springs to update its strategic plan and establish Committees to carry out the plans. In early 2002, the Council held its annual retreat at Vanderbilt University, sponsored by the Vanderbilt University Medical Center.

Council members serve as volunteers for the Council, in addition to their full time professional lives, their families and other civic responsibilities. Collectively, they will have donated over \$100,000 in unpaid volunteer time during the 2002 calendar year. Throughout the past two years, Council members and the Executive Director have spoken to over 3,000 people, including legislators, government officials, women's groups, civic groups and Chambers of Commerce. A list of Council presentations since January 2001 is included in Appendix F. The State's \$92,300 appropriation for the Council does not cover the full cost of staff, supplies, or Council members' travel expenses to attend meetings and other events. We are grateful to the Department of State for allocating several interns to the Council over the past two years. We also appreciate the University of the South's generosity in providing the Council a summer intern in both 2001 and 2002.

This Report

This Report is organized around the Council's strategic plan. The overview describes the Council's mission, vision, priorities, publications, events, projects and collaborations with other Departments and organizations. It includes descriptions of Council members' positions and sources of appointment and Council interns and the universities they represent. It contains a report documenting how the Council has fulfilled its legislative mandates.

The Job Training Task Force Recommendations section contains a series of recommendations made by the Task Force after studying statewide job training programs offered through the Departments of Human Services and Labor and Workforce Development. It lists the Task Force members and their affiliations. Finally, it includes a report prepared by the State Department of Education of the Vocational Training courses taken by Tennessee males and females.

The Evaluation Section includes a series of reports on the economic status of women in Tennessee. The Resource Directories section describes work that the Council has done on educating women about educational, training, business and social service opportunities in rural disadvantaged counties.

The Future Plans Section describes the Council's plan for the upcoming year. The Council will meet again in January 2003 to revise and update its current plan and develop a new three-year strategic plan for 2003-2006.

The Appendices contain the Council's enabling legislation, Bylaws, brochure, Council Members' biographies, the Council's history, and a list of the Council's presentations and a Summary of Council members' in-kind contributions to the Council during the year 2002.

Council Members with Source of Appointment, Staff, Interns

Carol Berz, J.D., Ph.D.
Mediator, Private Dispute
Resolution Services
Chattanooga, Tennessee
*Representative of Southeast
Development District*

Wilsie Bishop, D.P.A.
Dean, East Tennessee State
University, Public and
Allied Health
Kingsport, Tennessee
*Representative of Board
of Regents*

Sen. Marsha Blackburn, B.S.
Senate District 23
Retail Marketer
Brentwood, Tennessee
*Representative of the
Tennessee Senate*

Minnie Bommer, M.A.
Executive Director,
Children and Family
Services
Covington, Tennessee
*Representative of Memphis
Area Development District*

Rep. Tommie Brown,
D.S.W.
House District 28
Social Worker/Educator
Chattanooga, Tennessee
*Representative of Women's
Legislative Caucus*

Rep. Carol Chumney, J.D.
House District 89
Carol Chumney Law Firm
Memphis, Tennessee
*Representative of the
Tennessee House*

Rep. Beth Halteman
Harwell, Ph.D.
House District 56
Chairman, Tennessee
Republican Party
Nashville, Tennessee
*Representative of the
Tennessee House*

Sen. Thelma Harper, B.S.
Senate District 19
Entrepreneur
Nashville, Tennessee
*Representative of the
Tennessee Senate*

Hon. Ruth Johnson, J.D.
Commissioner
Tennessee Department
of Revenue
Nashville, Tennessee
*Representative of the
Governor's Cabinet*

Linda Knight, J.D.
Member, Gullett, Sanford,
Robinson & Martin, PLLC
Nashville, Tennessee
*Representative of At-Large
Women's Group*

Yasmeen Mohiuddin, Ph.D.
Chair and Professor of
Economics, University of
the South
*Representative of
Independent Colleges and
Universities*

Elliott Moore, M.S.S.W.
Director of Government
Relations, Mountain States
Health Alliance
*Representative of First
Tennessee Development
District*

Lachelle Norris, Ph.D.
Assistant Professor,
Sociology and Social Work,
University of Tennessee at
Martin
*Representative of Southwest
Development District*

Pat Postma, Ph.D.
Director, Executive
Education, University of
Tennessee
*Representative of the
University of Tennessee*

Margaret Jane Powers, J.D.
Powers Law Firm
Crossville, Tennessee
*Representative of Upper
Cumberland Development
District*

Rep. Mary Pruitt, M.Ed. House District 58 Retired Teacher Nashville, Tennessee <i>Representative of Tennessee Black Legislative Caucus</i>	Wendy Pitts Reeves, L.C.S.W. Social Worker and Co-Owner of Cove Mountain Counseling <i>Representative of East Development District</i>	Brenda Speer, B.S. Owner, Professional Benefit Solutions, LLC Pulaski, Tennessee <i>Representative of South Central Development District</i>
--	---	--

Faith Tapp, B.S. President and CEO, Consumer Credit Counseling Knoxville, Tennessee <i>Representative of At-Large Women's Group</i>	Marianna Williams, J.D. Ashley, Ashley & Arnold Law Firm Dyersburg, Tennessee <i>Representative of Northwest Development District</i>	Yvonne Wood, M.Ed. President, Wood Consultants Lebanon, Tennessee <i>Representative of Greater Nashville Development District</i>
---	---	--

Barbara Devaney, M.S.S.W., Executive Director
Heather Stein, B.A., Research Analyst (through June 30, 2002)

Former Council Members

Debbie Dotson, Watauga
Sandra Moore, Knoxville
Linda Rudolph, Clarksville
Ronnie Steinberg, Nashville
Jo Walters, Chattanooga

Former Council Interns

James Brown	Tennessee State University
Adrienne Clark	Maryville College
Zied Guizani	Tennessee State University
Brenda Russell	Tennessee State University
Jennifer Smith	University of the South
Stephanie Strickland	Fisk University
Jessica Sybouts Peccolo	University of Tennessee at Martin
Lindy Turner	Belmont University
Edie Watson	University of the South
Amanda Williams	Middle Tennessee State University

Legislative Mandate Report

Legislative Mandate	Activities	Accomplishments
Conduct research	Researched state's most disadvantaged counties, with high poverty and low educational attainment.	Published and distributed 8 County Resource Directories assisted by local citizens, Health Councils, Girl Scouts, and Agricultural Extension Services.
Hold hearings	Conducted 36 statewide economic hearings on women's economic concerns.	Published <i>Women's Economic Listening Tours</i> report, distributed it to Governor, General Assembly, pertinent agencies, and the public.
Evaluate job-training to determine whether they are helping women obtain better jobs.	Raised funds to conduct job training study and create a statewide Job Training Task Force that made recommendations (see page 8) to improve job training.	Learned that Tennessee women are concentrated in low-paying female dominated jobs. Raised funds to conduct a mentoring and awareness campaign to help women "get the skills to pay the bills."
Educate the public	Council members and staff have spoken on women's economic status to over 3,000 Tennesseans, and held five press conferences resulting in several dozen news articles.	Increased awareness of women's low economic status. Spawned groups, such as Junior Leagues, Blount County Women's Empowerment Coalition, Business and Professional Women, Nashville Academy of Medicine Alliance, Saturn UAW Women and Nashville Childcare Forum, that started initiatives to improve women's status.
Engage in activities for the benefit of women	Collaborated with existing groups to conduct mentoring programs. Raised outside funds to conduct mentoring and awareness program for girls in 15 rural disadvantaged areas.	Initiated and provided speakers for Columbia Women Entrepreneurs Conference for over 100; helped Blount County women get funding for "Sister to Sister" Mentoring program, helped Upper Cumberland Girls Scouts to offer mentoring programs in three counties and raise funds.
Is authorized to request federal government and outside sources	Received a \$150,000 lawsuit settlement and \$5,000 from USDA Rural Development. Created 501(c)(3) Foundation.	Using funds to conduct mentoring, awareness campaigns, produce Resource Directories, evaluate job training for women in Tennessee.
Find and encourage women to serve on state boards and commissions	Council's website contains a link to state boards' and commissions' vacancies	Partnering with CABLE's Women on Boards Committee to locate qualified women and recommend their appointment.

Job Training Task Force Recommendations

1. The Department of Human Services (DHS) Families First Program should work with caseworkers to improve communications with customers to help them access job training, education and other critical resources offered through the Department.
2. The Department of Labor and Workforce Development should implement an aggressive marketing campaign to help the general public access their career planning and training services. The campaign should target people who probably work, have worked, or are in school, but do not generally accept government services.
3. The Departments of Human Services and Labor and Workforce Development should train women entering non-traditional jobs on how to deal with sexual harassment and support them in addressing sexual harassment after they are employed. The Departments should train employers of women in male-dominated, non-traditional jobs on how to reduce sexual harassment and deal with it effectively when it occurs.
4. The Departments of Labor and Workforce Development, Economic and Community Development and Human Services should customize short term training programs for employers so that customers can earn high wages and fill needed jobs quickly. The Department of Human Services' Families First program should offer job-training programs that prepare students for high-paying demand jobs available locally or nearby.
5. The Departments of Labor and Workforce Development, Economic and Community Development and Human Services should collaborate with the Tennessee Economic Council on Women to implement strategies, such as job shadowing and mentoring, to market non-traditional jobs to girls. The Department of Human Services and the Economic Council on Women should collaborate to organize a network of women, including those who previously received government assistance, to mentor women currently receiving benefits.
6. The Department of Human Services should re-examine its employment and community service requirements for customers in four-year colleges or universities.

Service Improvement Recommendations

1. The Departments of Human Services, Labor and Workforce Development and Economic and Community Development should increase job training opportunities for women for non-traditional and in-demand jobs that pay well. Women who are earning less than a living wage but who are not qualified for federal aid programs should be considered for child care and health care assistance.
2. The Department of Human Services should evaluate its caseworker job requirements and compensation to ensure caseworkers that work directly with customers are the highest qualified available.

Job Training Task Force Members

Chair, Dr. Lachelle Norris, Council Member
Staff: Barbara Devaney and Heather Stein

Minnie Bommer Children and Family Services P.O. Box 845 Covington, Tennessee 38019	Molly Cate <i>Nashville Post Magazine</i> Suite 216, 2817 West End Ave Nashville, Tennessee 37203
Susan Cowden Employment and Training Director Tennessee Department of Labor and Workforce Development Davy Crockett Tower, 12 th Floor 500 Robertson Parkway Nashville, Tennessee 37245	Patricia Harris-Morehead Employment and Training / Participant Tennessee Department of Labor and Workforce Development Davy Crockett Tower, 12 th Floor 500 Robertson Parkway Nashville, Tennessee 37245
Dr. Ada Haynes Associate Professor of Sociology Tennessee Technological University Box 5052 Cookeville, Tennessee 38505	Libby MacDuffee Life Transitions Counseling 607 Texas Avenue Signal Mountain, Tennessee 37377
Dr. Yasmeen Mohiuddin University of the South Economics Department Chair SPO 1211 Sewanee, Tennessee 37383	Dr. Kerry Mullins East Tennessee State University Director of Planning and Evaluation Families First Program 400 Deaderick St. Nashville, Tennessee 37248
Sylvia Palmer, Education Assistant Methodist Healthcare – Dyersburg Hospital 361 Palmer Rd. Dyersburg, Tennessee 38024	Constance Stambaugh Senter, Student University of Tennessee at Martin 309 Elm Street Martin, Tennessee 38237
Patricia Tanski-Mego Academic Affairs Jackson State Community College 2046 North Parkway Jackson, Tennessee 38301	Bettie Teasley Director of Family Assistance Tennessee Department of Human Services, Families First 400 Deaderick St. Nashville, Tennessee 37248
Patricia Thompson Associate Executive Director of Employment and Training YWCA, P.O. Box 751344 Memphis, Tennessee 38175	Dr. Mixon Ware 3090 Helmsdale Place - #220 - 707 Lexington, Kentucky 40506

Vocational-Technical Education in Tennessee

Female students have not been encouraged to enroll in Vocational-Technical classes outside of traditionally female areas. The notion that women should not be farmers and men should not be nurses still prevails today. While overt discrimination may be observed less often, guidance counselors, teachers, and even parents often encourage girls to take classes in the humanities while boys are encouraged to take classes in math and science. This can be seen in Vocational-Technical class enrollment, where females take Family and Consumer Sciences while males take Technology Education and Preparation.

These female-dominated occupations are honorable, worthwhile, and needed. However, people who go into jobs in these fields (whether they are men or women) are simply not paid as well as people who work in male-dominated fields. Men and women need to be aware of these differences, so that they can make fully informed, intelligent decisions. In that way, they can choose careers where their interests and talents truly lie.

The following statistics have been gathered from surveys completed by vocational students and instructors for each class students take. The numbers indicate that females need encouragement to register for technical classes that will empower them with more marketable skills so that they may become economically self-sufficient when they enter the work force.

Vocational-Technical Education of Choices of Males and Females, 2000-2001

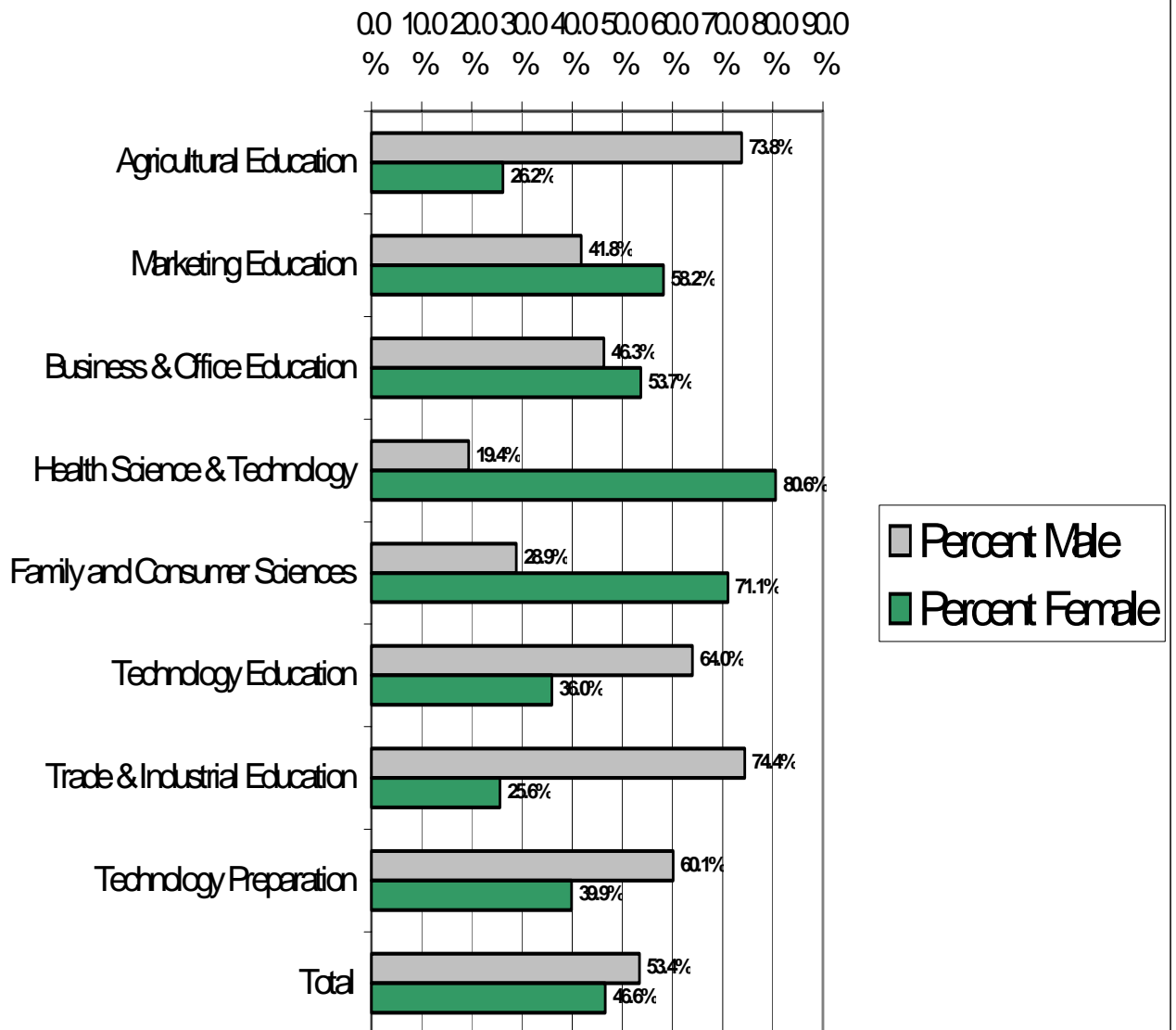
Source: Tennessee Department of Education

<u>Program Area</u>	<u>Male</u>	<u>Percent Male</u>	<u>Female</u>	<u>Percent Female</u>
Agricultural Education	19,394	73.8%	6,882	26.2%
Marketing Education	5,784	41.8%	8,054	58.2%
Business & Office Education	22,878	46.3%	26,556	53.7%
Health Science & Technology	2,526	19.4%	10,505	80.6%
Family and Consumer Sciences	15,447	28.9%	37,914	71.1%
Technology Education	16,063	64.0%	9,029	36.0%
Trade & Industrial Education	47,392	74.4%	16,302	25.6%
Technology Preparation	10,492	60.1%	6,974	39.9%
Total	139,976	53.4%	122,216	46.6%

Vocational-Technical Education

Males vs. Females

2000-2001



Women's Economic Listening Tours

The Status of Women from Women Themselves

This publication, released in 2001, summarizes the results of thirty-three women's economic issue hearings which Council members and staff conducted in each of the State's nine Economic Development Districts. Council members organizing the hearings in their districts had great latitude on whom to invite and how to structure their hearings. These hearings are referred to as "Listening Tours."

Over 500 women of varied ethnic backgrounds, ages, income levels, occupations and educational attainment attended. Most hearings included some Families First clients who are enrolled in GED or work-training classes designed to help them move from welfare to work. Almost every hearing also included women who manage and own their own businesses. Women spoke frankly about issues that concerned them within their communities. They identified economic barriers that prevent them from achieving a good quality of life for their families.

Women's top priorities in descending order were:

1. Finding a job that pays a living wage
2. Finding quality, affordable health care
3. Having sufficient income or job benefits to afford health insurance
4. Finding quality, affordable child care

The Council published a Listening Tour Report containing its findings. This report can be accessed at www.state.tn.us/sos/ecw.

The Council has used feedback from the Women's Economic Listening Tours as a mechanism to assess Tennessee women's economic status and to develop and advocate for solutions to help women achieve economic autonomy. The publication is organized by Tennessee Development Districts to give a snapshot of women's economic needs in each district. The Women's Economic Listening Tours summary provides a narrative account of women's economic needs. It supports the statistical findings regarding Tennessee women documented in *The Status of Women in Tennessee*, a report published by the Washington, D.C. Institute for Women's Policy Research in November 2000.

The women who attended the Women's Economic Listening Tours were delighted to have the opportunity to talk about their economic issues with Council members. They were pleased to learn that the Governor and General Assembly had put the Council in place to address the economic concerns and needs of women in Tennessee. The Council looks forward to the opportunities and challenges ahead to assist in improving the status of women in our state. The Council intends to continue to conduct these hearings to fulfill its statutory mandate and to continue to gather information.

IWPR'S Status of Women in Tennessee: Highlights

Tennessee women continue to face serious obstacles, not only in achieving equality with Tennessee men, but also in attaining standing equal to the average for women in the United States. Tennessee women's problems are evident in low rankings on all of the economic indicators calculated by the Institute for Women's Policy Research (IWPR) in Washington, D.C. Of the 50 states and the District of Columbia, Tennessee ranks 44th in employment and earnings, 45th in economic autonomy, and 46th in political participation.

The problems facing Tennessee women demand significant attention from policymakers, women's advocates and researchers concerned with women's status. The Institute for Women's Policy Research evaluated Tennessee women's status compared with goals set for women's ideal status. Tennessee earned the grades of D in economic autonomy, D- in employment and earnings, and D- in political participation.

Improving women's economic self-sufficiency is directly beneficial to men and children. Therefore, it is a matter of interest and concern to all Tennesseans.

How IWPR Ranks Tennessee on Key Indicators

Indicators	National Rank*	Top State in ESC Region
Composite Employment and Earnings Index	44	KY
Women's Median Annual Earnings, 1997	45	KY
Ratio of Women's to Men's Earnings, 1997	32	KY
Women's Labor Force Participation, 1998	37	TN
Women in Managerial and Professional Occupations, 1998	42	KY
Composite Economic Autonomy Index	45	TN
Percent of Women with Four or More Years of College, 1990	44	TN
Women's Business Ownership, 1992	50	AL
Percent of Women above the Poverty Level, 1997	37	TN
Composite Political Participation Index	46	AL
Women's Voter Registration, 1992-96	42	AL
Women's Voter Turnout, 1992-96	46	AL
Women in Elected Office Composite Index, 2000	43	TN
Women's Institutional Resources, 2000	21	AL

*The national rankings are of a possible 51, referring to the 50 states and the District of Columbia except for the Political Participation indicators, which do not include the District of Columbia. Regional Rankings are of a maximum of four in East South Central Region (AL, KY, MS, TN).

Economic Impact of Violence against Women

“Domestic violence erodes women and children’s self-esteem. It is not the kids’ fault their father was abusive. The kids had to deal with why dad tried to kill us. We spent months living in the car. I couldn’t enroll the kids in school without an address. Once a week, the kids would sleep at a friend’s house so they had an address.”

-Johnson City Woman

The Economic Council on Women is conducting a forum on the Economic Impact of Family Violence at its Fall 2002 meeting in Chattanooga. A group of Chattanooga women is collaborating with the Council to conduct further research and issue a report on the Economic Impact of Family Violence in 2003. Based upon what the Council has learned thus far, including the information set forth below, this is an important effort.

Domestic violence has disastrous economic consequences for women. Many women do not realize that mental and emotional abuse is domestic violence. Often, domestic violence goes under-reported because the victims feel shame, humiliation, fear and the victims may lack a support system. Battered women with jobs often stay in abusive relationships because they are afraid of losing their jobs if they take time off from work to file charges, go to court, talk with their attorneys or temporarily leave the area for safety reasons.

Women without jobs or incomes of their own are at a great disadvantage because they are financially dependent on their batterers. Some women described verbal abuse from husbands, fathers and boyfriends, who made such comments as, “You are fat, ugly and stupid. No one else would have you.” Incredibly, one woman told us that her health insurance company denied her coverage for her domestic violence injuries because they were a “lifestyle choice.” This “choice” is, itself, the product of domestic violence.

Many women in rural areas do not have access to a domestic violence shelter. Domestic violence programs that do exist do not have enough money to run necessary programs or accommodate all that need them.

Protective orders against abusive men are often not enforced. Judges can be ignorant about domestic violence. Some judges think that it is easy for a woman to leave an abusive relationship. They do not understand that many abusive men control the money, as well as the women’s minds, which keeps women financially dependent upon them. It can take women years to save enough money even to pay for a divorce.

Women report that poverty, homelessness, low self-esteem and mental health issues are continuing problems for them and their children because of family violence. Children who witness domestic violence in their homes are more likely to commit violent offenses. Even when women are able to escape from a violent home life, they risk losing custody of their children. Battering men are getting custody of their children by reporting women for child neglect, since the women cannot afford to care for the children’s basic needs. Women are returning to batterers in order to be with their children.

Source: TECW Women’s Economic Listening Tours, 1999-2000, page 10.

The Tennessee Bureau of Investigation and the Office of Criminal Justice Programs, Victim Services collect and compile domestic violence statistics for the State of Tennessee. Forty-three Tennessee agencies received \$2.3 million in State and federal government funds to provide shelter and services to individuals in domestic violence situations. Other agencies without government funding are not included in these numbers. During 2000-2001, these 43 government-funded organizations:

- Served 46,197 new clients (includes clients served more than once)
- Received 44,441 crisis calls
- Were supported by 539 volunteers who worked 115,016 hours

Helped:

- 39,393 white clients
- 6,248 black clients
- 974 Hispanic clients
- 208 Asian clients
- 69 Native American clients
- 7,877 of unknown ethnic origin

Served the following age groups and genders:

- 13,074 females age 26-40
- 8,303 males ages 12/under
- 8,235 females ages 12/under
- 7,722 females ages 18-25
- 5,064 females ages 41-60

Provided shelter to:

- 4,212 women
- 4,086 children
- 13 men

The total number of shelter nights was 81,569:

- 521 sheltered women returned within a year, as did 552 of the children.
- The average shelter stay was 10 days.
- Due to limited funding, 2,286 women, 1,252 children, and 105 men were unable to be sheltered.

Among the organizations offering assistance were Child and Family of Knoxville, Family and Children Services of Chattanooga, Johnson County SafeHaven, Scott County Women's Shelter, and YWCAs of Memphis, Nashville, and Oak Ridge.

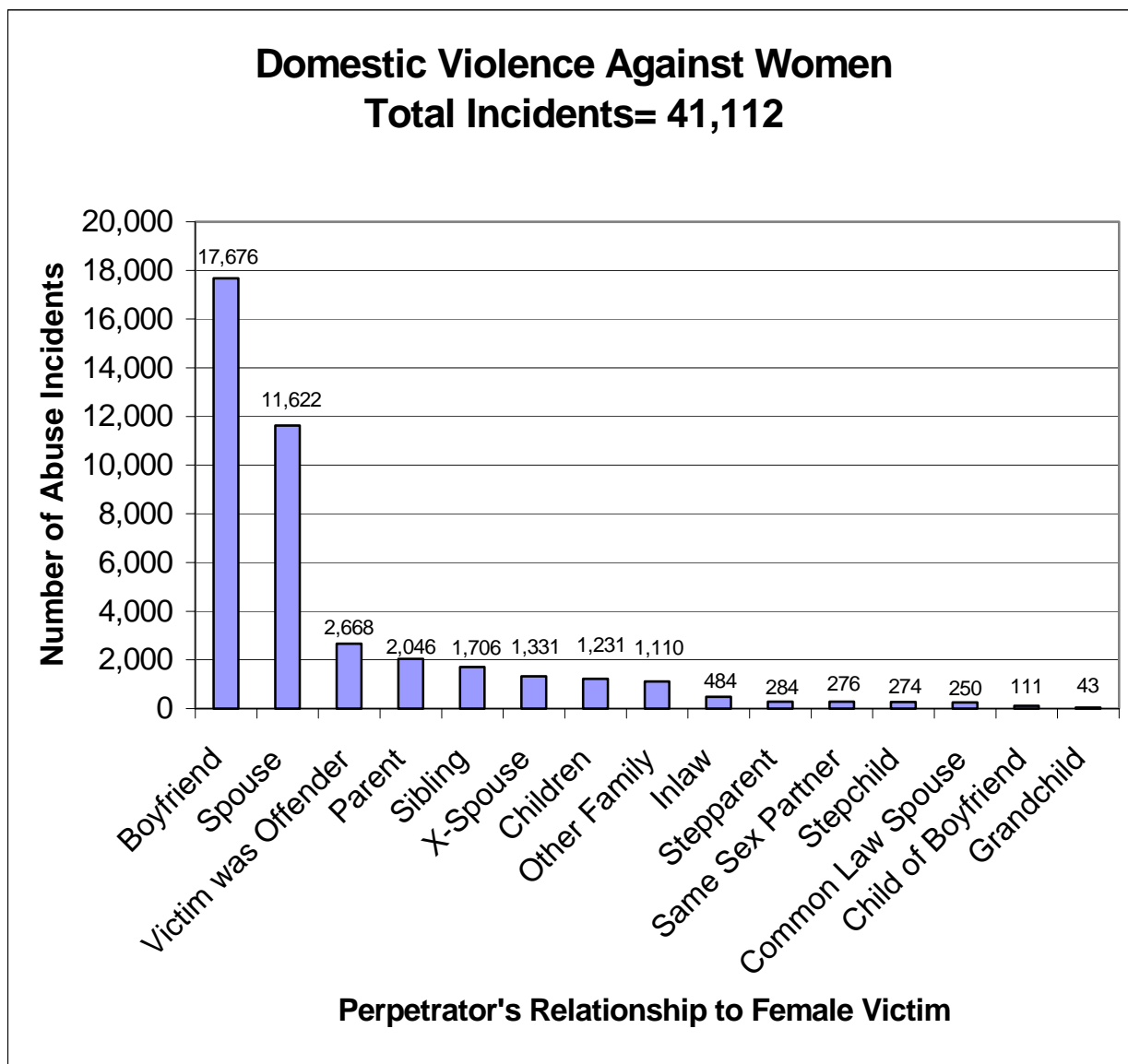
Source: Office of Criminal Justice Programs, Victim Services
Department of Finance and Administration 2000-2001

The Tennessee Bureau of Investigation received reports totaling 55,499 cases of domestic violence in 2001. 41,112 of these victims were women. This includes some victims and individuals that may have been repeatedly abused.

Of the 41,112 reported cases of abuse of females:

- 30,898 were simple assault
- 4,982 were aggravated assault
- 4,783 were by intimidation
- 164 were forcible rape, 28 of which were spousal forcible rapes
- 120 were kidnapping or abduction
- 94 were forcible fondling
- 26 were murder, 10 by spouses
- 19 were forcible sodomy
- 12 were statutory rape
- 10 were sexual assaults with an object
- 4 were cases of incest

The chart below documents relationships that the 41,112 women had with their abusers.



Source: Tennessee Bureau of Investigation – 2001

County Resource Directories

The Tennessee Economic Council on Women completed, posted on its website, and disseminated Resource Directories in eight economically disadvantaged counties (Clay, DeKalb, Fentress, Jackson, Macon, Overton, Pickett, and Van Buren) to Upper Cumberland Region service providers. Among other effects of the directories, service providers can now provide better information about services to people who cannot read. These counties all have low educational attainment, low income, and high poverty.

The Resource Directories help women and men in these counties to become more employable and economically self-sufficient. The directories provide information on health, legal, social and income support services, as well as how to access capital and credit, job training, and post-secondary and literacy education. They provide rural women and men technical assistance to learn about loan opportunities to start or expand businesses, upgrade their education and job skills, and increase their economic self-sufficiency so that they may continue living in their home areas. The eight completed Resource Directories serve as a models as the project expands statewide.

Children and Family Services, based in Covington, has asked the Council to prepare Resource Directories in Fayette, Haywood, Lauderdale and Tipton counties. The Council has applied for a grant from the USDA Rural Development to complete 9 more Directories for counties in the South Central and Upper Cumberland Development Districts.

The Resource Directories are organized into three sections.

1. Functional index of services. The resources are organized into 26 categories, including alcohol and drug abuse, senior services, business information, credit and financial services, family violence, and pregnancy related services. Functional listings include the resource name, phone number, and the page of each resource.
2. Alphabetical description of each resource. This section includes the resource's name, address, phone and fax numbers, hours of operation, web site, email address, agency type, services offered, county, counties served, and eligibility requirements.
3. Alphabetical index of resources. This section contains the resource's name, phone number, and the page number where more information can be found about the resource.

Each Tennessee county has a Health Council comprised of community leaders and health care professionals that conducts programs to improve its residents' health. Regional Health Offices provide staff support for the local Health Councils across the state. The Economic Council on Women partnered with Regional Health Offices to gain access to the local Health Councils, which helped the Economic Council gather information about important community-based resources unknown to outsiders. Examples include church-based programs and free or low-cost social services. The Health Councils helped the Economic Council on Women add resources to the directories, confirmed existing resources, and assisted the Council in disseminating the Resource Directories in each county. The Health Councils' commitment to the Resource Directories makes the project sustainable over the long term.

Future Plans

- 1) Conduct an awareness/mentoring campaign to help women and girls in 15-20 Tennessee counties with low educational attainment and high poverty get training and education for wages adequate for self-sufficiency.

The Council will accomplish this objective during Fiscal Year 2002-3. The Council will purchase and develop materials for the awareness and mentoring campaigns in 15 rural communities. The Council has already established working relationships in thirteen counties with County Health Councils and women's groups that will assist in implementing awareness and mentoring campaigns.

The Council will develop and post on its website a directory of model national and Tennessee mentoring programs. The Council will identify and recruit training and mentoring resources, such as the Women's Resource Center, Girl Scouts, Women in Technology, CABLE, the Junior League and the Tennessee Departments of Human Services, Economic and Community Development and Labor and Workforce Development. The Council will link these groups with local women's groups who can mentor girls and women who need this assistance.

The HCA Foundation, based in Nashville, has made a \$5,000 grant to the Women's Economic Foundation to conduct a health care career mentoring program in Warren County. The US Department of Labor Women's Bureau has invited the Council to pilot test a Science, Engineering and Technology internet mentoring program (GEM-SET) with 5 Tennessee women mentors and 15 Tennessee girls to encourage them to enter these fields.

- 2) Collaborate with the Tennessee Department of Higher Education to develop an Educational Needs Index of women living in Tennessee counties that are most in need of educational investment.
- 3) Improve Access to and Quality of Child care
 - (a) Collaborate with the Nashville Childcare Forum to promote public-private child care partnerships.
 - (b) Promote public/private child care partnerships similar to the Nashville Child care forum in other Tennessee locations to address the scarcity and high cost of quality child care.
- 4) Collaborate with Other Organizations to Promote Healthier Outcomes for Women.
- 5) Educate the Public and Policymakers about the Economic Consequences of Domestic Violence in Chattanooga and Other Areas in Tennessee.
- 6) Develop and Implement a Strategic Marketing Plan for the Council.

APPENDIX A

ENABLING LEGISLATION

4-50-101. Council created – Membership – Term of service. – (a) A Tennessee economic council on women, hereinafter referred to as the “economic council,” is created. The economic council shall be composed of twenty-one (21) members. Nine (9) members shall be jointly appointed by the speaker of the senate and the speaker of the house of representatives, one (1) such member to be so appointed from each of the nine (9) multi-county development districts created under title 13, chapter 14, part 1. Two (2) senators shall be appointed by the speaker of the senate and two (2) representatives shall be appointed by the speaker of the house of representatives. One (1) member shall be appointed by the Tennessee black caucus of state legislators and one (1) member shall be appointed by the legislative women’s caucus. One (1) cabinet member shall be appointed by the governor. Three (3) members shall be appointed by the governor, one (1) such member to be appointed from nominations received from each of the following: the board of trustees of the university of Tennessee, the Tennessee board of regents and the Tennessee independent colleges and universities, which nominees shall be academic faculty or staff:

(1) from state or private four-year universities or colleges having a graduate program; and with research and teaching experience in the field of economic concerns of women.

(2) The governor shall appoint two (2) members at-large from a slate of six (6) nominees jointly recommended through Links, one hundred (100) black women, league of women voters of Tennessee, Tennessee women’s political caucus, Tennessee lawyers association for women and housing authority tenant associations. The recommending groups shall actively seek nominees from as broad a range as reasonably possible of local, civic and business groups. The appointing authorities shall ensure that their appointments broadly represent the community in such areas as age, sex, minority groups, economic levels, employment and political affiliation.

(b) The first appointive members shall hold office for staggered terms. Of the nine (9) appointees from the development districts, the speakers shall jointly appoint three (3) for two-year terms, three (3) for four-year terms, and three (3) for six-year terms. Of the three (3) academic appointees of the governor, one (1) academic member shall be appointed for a two-year term, one (1) for a four-year term, and one (1) for a six-year term. One (1) of the members at-large appointed by the governor shall serve an initial four-year term. The other member at-large appointed by the governor shall serve an initial six-year term. All other appointees shall be for six-year terms. No appointed member shall be appointed to more than two (2) consecutive six (6) year terms. Vacancies shall be filled by appointment pursuant to the criteria in this section only for the remainder of the unexpired term. Any member initially appointed for a six-year term shall not be eligible for reappointment without a two-year absence from commission membership. All other members shall be eligible for reappointment for a six-year term. A two-year absence from the economic council membership qualifies any member for reappointment following the criteria of this section. [Acts 1998, ch. 1045, § 1.]

4-5-102. Meetings – Officers – Bylaws – Rules – Executive director – Duties of council.

(a)(1) The economic council shall meet as necessary to transact business; provided, that meetings shall be held at least quarterly. Special meetings may be called by the chair or by three

(3) members of the economic council, upon delivery of written notice to each member of the economic council. All members shall be duly notified of the times and place of any regular or special meeting at least seven (7) days in advance of such meeting. The economic council may conduct meetings, which must be open to the public by:

- (A) Telephone conference calls with speaker phones; and/or
- (B) Electronic conferencing.

Such meetings shall conform to the requirements of title 8, chapter 44, part 1. The economic council shall elect at the first regular meeting of each calendar year a chair, a vice chair, and three (3) representatives, one (1) from each of the three (3) grand divisions, who shall comprise the five-member executive committee to function between quarterly meetings. The chair or the executive director may call meetings of the executive committee. The executive committee shall carry out the matters delegated to it by the full economic council. The majority of the members of the economic council shall constitute a quorum and the concurrence of a majority of those present and voting in any matter within its duties shall be required for a determination of matters within its jurisdiction.

(2) Each member shall serve without compensation. Each member is eligible for expense reimbursement only for attendance at the regularly scheduled quarterly meetings. All reimbursement for travel expenses shall be in accordance with the provisions of the comprehensive travel regulations promulgated by the department of finance and administration and approved by the attorney general and reporter.

(b)(1) The economic council shall promulgate bylaws to provide for the election of officers, establishment of committees, meetings and regulations as to procedural matters of the economic council. The economic council shall conduct its meetings using Robert's Rules of Order.

(2) The council is also authorized to promulgate, amend, revise, and rescind rules for its own functioning in accordance with the Uniform Administrative Procedures Act compiled in title 4, ch. 5.

(c) The economic council has the authority to hire an executive director who shall serve at the pleasure of the economic council.

(d) The economic council shall address the economic concerns and needs of women in Tennessee, which concerns and needs include, but are not limited to, employment policies and practices, educational needs and opportunities, child care, property rights, health care, domestic relations, and the effect of federal and state laws on women. In order to address these concerns and needs of women, the council may conduct research, hold hearings, develop recommendations and policy, educate the public and engage in activities for the benefit of women.

(e) The economic council is authorized to request funds from the federal government and private sources to implement subsection (d).

(f) The economic council shall consult with and report to the governor, the women's legislative caucus, the general assembly, and the pertinent agencies, departments, boards, commissions and other entities of state and local governments on matters pertaining to women.

Furthermore, the economic council may request assistance from the departments of state and local governments, and advisory committees as needed.

(g)(1) The economic council shall serve as an advocate for women.

(2) It shall, further, set up and execute a program to find and encourage women to serve on state boards and commissions.

(h) To the extent resources to do so exist, the economic council shall evaluate and quantify the results of job-training programs that currently exist, and evaluate whether they are helping women to obtain better employment.

(i) For administrative purposes, the economic council on women is attached to the department of state for all administrative matters relating to receipts, disbursement, expense accounts, budget, audit, and other related items. [Acts 1998, ch. 1045, § 2.]

4-50-103. Biennial report – Other recommendations. – Beginning in the year 2000, the economic council shall submit a biennial report to the governor, the women’s legislative caucus and the general assembly by September 1 following the conclusion of any regular annual session occurring in an even-numbered year. Such report shall summarize the economic council’s activities, and findings on the economic status of women in the state of Tennessee during the preceding two (2) years. The report shall include recommendations for more effective use of existing resources and services for women, and proposals for the development of programs, opportunities and services, which are not otherwise provided, with the aim of development of a comprehensive and coordinated system of services for women. Furthermore, the economic council may make such other recommendations as the economic council deems appropriate. A copy of such report shall be published and disseminated to the public as well as copies made available in the offices of the economic council for review by the public. [Acts 1998, ch. 1045, § 2.]

Cross-References. Reporting requirement satisfied by notice to general assembly members of publication of report, § 3 – 1 – 114.

4-50-104 Executive director – Duties and responsibilities. – The executive director shall be chief administrative officer of the economic council and pursuant to § 4-3-5602(c), shall serve at the pleasure of the economic council. The executive director shall be a full-time employee of the economic council and shall have education as deemed necessary by the economic council. The economic council shall fix the executive director’s duties and responsibilities, which are in addition to those specified in this chapter. The economic council shall evaluate periodically the performance of the executive director. The executive director has the authority to conduct the ordinary and necessary business in the name of the economic council in accordance with the provisions of this part or as determined by the economic council.

(b) The executive director has the following duties:

3 (1) Supervise the expenditure of funds and be responsible for compliance with all applicable provisions of state and federal law in receipt of and disbursement of funds;

(2) Serve as an advocate for women;

(3) Serve as the executive officer of the economic council; and

(4) (A) Employ personnel as authorized by the economic council.

(B) The executive director shall hire and remove any clerical person in accordance with the civil service system. [Acts 1998, ch. 1045, § 4.]

4-50-105 **Conflict of interest.** – The conflict of interest provisions set forth in § 12-4-101, shall apply to members of the economic council. [Acts 1998, ch. 1045, § 5.]

APPENDIX B AMENDED BYLAWS

ARTICLE I—NAME AND PURPOSE

A. The name of this body shall be the Tennessee Economic Council on Women, hereinafter referred to as the "Council."

B. The purpose of the Council shall be to address the economic concerns and needs of women in Tennessee. The Council may conduct research, hold hearings, develop recommendations and policy, educate the public, and engage in activities for the benefit of women. The Council shall consult with and report to the Governor, the Women's Legislative Caucus, the General Assembly, and other pertinent agencies, bodies and entities. The Council shall serve as an advocate for women.

ARTICLE II--OFFICE

The principal office of the Council shall be William Snodgrass Tennessee Tower, 3rd Floor Center Room, 312 8th Ave., North, Nashville, TN 37243.

ARTICLE III--DEFINITIONS

A. Descriptive terms used in these Bylaws shall have the meaning or meanings set forth in 1998 Tenn. Pub. Acts 1045, effective September 1, 1998, as it is amended or will be amended from time to time (hereinafter referred to as the "Statute"), which Statute, as amended, is incorporated in and made a part of these Bylaws. All of the terms and conditions of the Statute shall be deemed incorporated herein for any and all purposes.

B. As used in these Bylaws, the singular shall include the plural, and vice versa; and any gender shall include any other gender.

ARTICLE IV--MEMBERSHIP

A. Each person who has been duly appointed to the Council pursuant to the Statute, as it may be amended from time to time, shall be a Member of the Council.

B. Each Member of the Council shall have one (1) vote on matters that come before the Council.

ARTICLE V--MEETINGS OF THE COUNCIL

A. The Council shall meet at least quarterly, on such dates as may be set by the Executive Committee.

B. Special meetings of the Council may be called by the Chairperson or at least three Members of the Council. Special meetings shall be called upon written notice to each Member of the Council.

C. Notice of regular or special meetings of the Council shall be mailed to each Member at least seven (7) days, and not more than thirty (30) days, before the date such meeting is to be held. Such notice shall be signed by the Chairperson, Vice-Chairperson, Secretary or

Executive Director, and shall state the place, date, hour, and, in the case of a special meeting, the purposes of the meeting.

D. Meetings of the Council shall be open to the public pursuant to TCA § 8-44-101, et seq.

E. Meetings of the Council may be held within Davidson County, Tennessee, or at such other place or places within the State of Tennessee as the Executive Committee shall determine. It shall also be permissible to hold meetings of the Council either by telephone conference calls with speakerphones, or by electronic conferencing.

F. The business transacted at a special meeting of the Council shall be confined to the business stated in the notice given to the Members of such special meeting.

G. At all meetings of the Members of the Council, the presence of eleven (11) of the Members shall constitute a quorum of the Members.

H. The order of business at all meetings of the Council shall, unless altered or suspended by the person presiding at such meeting, be as follows:

1. Quorum call
2. Proof of notice of such meeting or waiver of such notice
3. Reading of the minutes of the prior meeting
4. Receiving communications/Committee reports
5. Report of Officers
6. Report of the Executive Committee
7. Old business
8. New business

I. Any notice required to be sent to any Member under the provisions of the Statute or these Bylaws shall be deemed to have been properly sent when mailed, postage prepaid, to the last known address of the person who appears as a Member on the records of the Council and at the time of such mailing. Additional permissible means of giving notice shall include facsimile and electronic mail, if the Council member in question has not indicated that she should be notified by a particular means. If no means of notice is specified, then either mail, facsimile or electronic mail, whichever is appropriate, will be an acceptable form of giving notice and circulating documents and information.

J. For the purpose of determining the Members entitled to notice of or entitled to vote at any meeting of the Council, or any adjournment thereof, or in order to make a determination of Members for any other purpose, the Executive Committee may fix in advance a date as a record date for any such determination of Members. Such record date shall be not less than ten (10) days prior to the date on which the particular action requiring such determination of Members is to be taken.

K. At all meetings of the Council, whether regular or special, every Member having the right to vote shall be entitled to vote in person.

L. Parliamentary procedure at meetings of the Council shall be in accordance with the latest revision of Robert's Rules of Order.

ARTICLE VI—EXECUTIVE COMMITTEE

A. At the first regular meeting of the Council in each calendar year, the Council shall elect a Chairperson, a Vice-Chairperson, and three representatives, one from each Grand Division, who shall comprise the Executive Committee. In addition, the immediate past Chairperson of the Council shall serve as a nonvoting Member of the Executive Committee, if she is still a member of the Council itself.

B. The business and affairs of the Council shall be managed between Council meetings by the Executive Committee. The Executive Committee may implement and exercise all powers of the Council and do all such lawful acts and things as are not prohibited by the Statute or these Bylaws, or are not reserved to the Members.

C. The Members of the Executive Committee shall serve until the first regular meeting of the Council in the following calendar year, or until their successors are duly elected and qualified. It shall be permissible for Members of the Executive Committee to succeed themselves for one additional one-year term in the same position. Members who fill vacancies on the Executive Committee shall be deemed to have served a full one-year term if they take office before July 1, and they can therefore serve one additional full year in that position. Members who fill vacancies on the Executive Committee shall be deemed not to have served a full one-year term if they take office on or after July 1, and they can therefore serve two additional full years in that position.

D. A vacancy on the Executive Committee shall be filled by the Council, to serve the balance of the unexpired term of the vacating Executive Committee Member.

E. A vacancy shall occur on the Executive Committee if an Executive Committee Member dies, resigns, moves from Tennessee, is removed because she does not perform her duties, whether because of illness, disability or other reason, or if her term on the Council expires and she is not reappointed by the appointing authorities. A vacancy shall automatically occur if an Executive Committee Member is absent from three (3) consecutive Executive Committee meetings, unless her absence is determined to have been for good cause by two-thirds of the other Members of the Executive Committee present at a meeting thereof at which there is a quorum. A vacancy shall automatically occur if a Member of the Executive Committee is absent from more than half of the Executive Committee meetings in any calendar year.

F. Meetings of the Executive Committee shall be called by the Secretary upon the request of the Chairperson or any three (3) Executive Committee Members. The Secretary or Executive Director shall serve upon or mail to each Executive Committee Member then in office notice of all meetings of the Executive Committee, whether regular or special, no less than seven (7) days nor more than thirty (30) days prior to the date of such meeting. Such notice shall state the time, date, and place of such meeting of the Executive Committee, and, in the case of a special meeting, the purpose or purposes of the meeting. Executive Committee Members may waive notice before, during or after any meeting of the Executive Committee.

G. Meetings of the Executive Committee, whether regular or special, shall be held at such time or times and in such place or places within Davidson County, Tennessee or such other place within the State of Tennessee as the Executive Committee may determine from time to time. The attendance of an Executive Committee Member at any meeting of the Executive Committee, whether regular or special, shall constitute a waiver of notice of such meeting; provided, however, that the attendance of an Executive Committee Member for the express purpose of objecting to the transaction of any business at such meeting because of its not having been lawfully called or convened, shall not constitute a waiver of notice.

H. At all meetings of the Executive Committee, the presence of a majority of the Executive Committee Members then in office shall constitute a quorum.

I. Whenever the Executive Committee is required or permitted to take any action by vote, such action may be taken without a meeting, upon the written consent signed by all of the Executive Committee Members entitled to vote thereon.

J. The Executive Committee may authorize any Officer or Officers, agent or agents, to enter into any contract or execute and deliver any instrument or instruments, in the name of, and on behalf of, the Council, and such authority may be general or confined to specific instances. When so authorized by the Executive Committee, any Officer or agent of the Council may do everything necessary and proper in connection therewith and in furtherance thereof.

K. The Executive Committee shall have the books and records of the Council, including the books of membership of the Council, kept at the principal office of the Council, or at a place in Davidson County, Tennessee that is reasonably accessible to the Members.

L. The Executive Committee shall have the power and authority to recommend to the Council the adoption, amendment or repeal of any Bylaws. Such proposed changes to the Bylaws shall be referred to the membership for action at any regular or special meeting of the Council. This provision is subject always to the provisions of the Statute.

ARTICLE VII--COMMITTEES

A. The Council or the Executive Committee may designate and appoint such standing or ad hoc Committees, in addition to the Executive Committee, as it may, from time to time, deem advisable in order to carry out the purposes and business of the Council.

B. All such Committees shall have and exercise their powers and authorities as the Council or Executive Committee may have delegated to such Committee or Committees.

C. All such Committees shall keep regular minutes of their meetings and proceedings, and shall report the same to the Council upon request.

ARTICLE VIII--OFFICERS

A. The Council shall elect the Officers of the Council. There shall be a Chairperson, a Vice-Chairperson, and a Secretary. Their terms of office shall be as set forth in Article VII above.

B. All employees of the Council, other than the Officers, shall also serve at the pleasure of the Council. Any such employee of the Council may be removed from employment at any time by the Council.

C. Any contract, conveyance, or other instrument to be executed by the Council shall be executed by the Chairperson and the Secretary, unless specific authority to the contrary shall have been expressly granted by the Executive Committee.

D. The Chairperson shall be the chief executive of the Council. She shall preside at all meetings of the Council and the Executive Committee, and shall have general and active management of the business of the Council. The Chairperson shall see that all orders and resolutions of the Executive Committee are carried into effect. The Chairperson, with the Secretary, shall execute the contracts and other instruments requiring execution by the Council, except where different signing and execution has been expressly provided for by the Executive Committee.

E. The Vice Chairperson shall, in the absence or disability of the Chairperson, perform the duties and exercise the powers of the Chairperson, and perform such other duties as the Executive Committee shall prescribe.

F. The Secretary shall attend all meetings of the Council and of the Executive Committee, record all votes and the proceedings thereof, maintain such minutes in a book kept for that purpose, and perform similar duties for the Committees appointed by the Executive Committee when required. The Secretary shall give, or cause to be given, notice of all meetings of the Council and the Executive Committee as may be prescribed by the Chairperson. The Secretary, by her signature, shall attest the execution of any document or instrument requiring such attestation. The Secretary, on notice to the Chairperson, may delegate the duties of attending meetings and keeping minutes to another person.

ARTICLE IX--RULES AND REGULATIONS

A. The Council shall have full power and authority to make and amend reasonable rules and regulations governing the Council. The Council may delegate this authority to the Executive Committee under Article VII.

B. All rules and regulations adopted shall become effective with respect to each and every Member of the Council five (5) days after such rules and/or regulations have been published.

C. All rules and regulations so adopted shall be considered and deemed to have been published when a copy of the same shall have been mailed or delivered to the last known addresses of all persons who appear as Members on the books and records of the Council at the time of such mailing.

ARTICLE X--AMENDMENTS TO BYLAWS

These Bylaws may be amended at any regular or special meeting of the Council. A copy of any proposed amendments shall be included in the written notice of the meeting.

These Bylaws adopted this 11th day of November 2000.

Linda W. Knight
Secretary of the Meeting

APPROVED:

Yvonne Wood
Chairperson of the Meeting

APPENDIX D

COUNCIL MEMBER BIOGRAPHIES

EXECUTIVE COMMITTEE

Yvonne Wood, M.Ed., Chair, of Lebanon, is President of Wood Consultants, a conference and event planning company. She is President-Elect of CABLE, a Nashville career and civic organization for women, and a board member of the ATHENA Foundation, an international organization that opens doors of opportunity for women. She has spoken on the Status of Women in Tennessee to thousands of Tennesseans. yewood@aol.com.

Brenda Speer, B.S., Vice-Chair, of Pulaski, is a partner in Professional Benefit Solutions, an employee benefits, insurance and investment firm. She completed Leadership America. She has organized nine (9) women's economic listening tours and a women entrepreneurs' conference. She is the Council's Legislative Committee Chair. bspeer@pbsllc.biz

Linda W. Knight, J.D., Secretary, of Nashville, is a partner at Gullett Sanford Robinson & Martin law firm, where she practices commercial, business and bankruptcy law. She is Past Treasurer and President of the Tennessee Lawyers' Association for Women and is a member of the Nashville Lawyers' Association for Women and the Nashville Women's Political Caucus. She advocates improvements in education, especially economics. Lknight@gsm.com

Minnie Bommer, M.A., of Covington, founded Children and Family Services in 1983, which improves life for rural West Tennessee African Americans. She retired in 2002 after 19 years of service. She was recently honored as a distinguished Alumnus of Memphis State University. She was the first African American and the first female elected to Covington's local government. mbommer@bellsouth.net

Elliott Moore, M.S.S.W., of Bristol, is the Director of Community and Government Relations for Mountain States Health Alliance (MSHA), an eight-hospital healthcare system headquartered in Johnson City. She is National Chair of the Family ReUnion Conference, an initiative that addresses family issues. She is Past President of both the Tennessee and Nashville Women's Political Caucuses. Mooreeg@msha.com

Margaret Jane Powers, J.D., of Crossville, is an attorney representing individuals and corporations in industry, insurance and other businesses. She is the former President of Tennessee Leadership, a statewide women's organization that promotes professional growth. She conducted several women's economic listening tours in Crossville and Memphis, and helped to establish the Council's Foundation. Powerslaw@frontiernet.net

COUNCIL MEMBERS

Carol Berz, L.C.S.W., J.D., Ph.D., B.C.D., owns Private Dispute Resolution Services, a media service and training organization. She has served as Visiting Professor of Social Policy, Law and Ethics at the University of Tennessee in Chattanooga School of Social Work. Dr. Berz is a

Tennessee Supreme Court Rule 31 mediator and trainer in both general civil and family mediation. Cbb4PDRS@aol.com

Wilsie Bishop, D.P.A., of Kingsport, is Dean of East Tennessee State University's (ETSU) College of Public and Allied Health, which serves nearly 1,000 students each year. Dr. Bishop is a key university leader who played a major role in reorganizing the University in 2001-2. She advocates developing opportunities for and educating high capability, disadvantaged women. bishopws@etsu.edu

Sen. Marsha Blackburn, B.S., of Brentwood, will represent Senate District 23 through 2002. She is the 2002 Republican nominee for Tennessee's District 7 U.S. Congressional seat. An entrepreneur with a retail sales background, she got her start selling books door to door. She fosters mentoring and educational programs that teach young women and single mothers entrepreneurial skills. Sen.marsha.blackburn@legislature.state.tn.us

Rep. Tommie F. Brown, D.S.W., represents Chattanooga in House District 28. A retired educator and social worker, she spent many years as a faculty member at the University of Tennessee School of Social Work in Chattanooga. She is Vice-Chair of the House Education Committee and a member of the House Children and Family Affairs Committee and Finance, Ways and Means Committee. rep.tommie.brown@legislature.state.tn.us

Rep. Carol Chumney, J.D., represents Memphis in House District 89. She chairs the House Children and Family Affairs Committee and the Women's Legislative Caucus. She sponsored legislation that enacted major childcare reform during the 102nd General Assembly of the State of Tennessee. She practices law in Memphis, and is a member of the American and Tennessee Bar Associations. rep.carol.chumney@legislature.state.tn.us

Sen. Thelma Harper, B.S., represents Nashville's Senate District 19. She was Senate sponsor of the Council's establishing legislation and the first African American woman elected to the State Senate. She was the first woman to preside over the Senate and the first African American woman to chair a Senate Committee. She is current Chair of the Senate Government Operations Committee. sen.thelma.harper@legislature.state.tn.us

Rep. Beth Halteman Harwell, Ph.D., represents House District 56 in Davidson County. She chairs the Tennessee Republican Party and serves on Tennessee's Families First Advisory Committee. A college political science professor, she concentrates her legislative efforts on children's and family issues. She would like to improve economic opportunities for displaced homemakers. rep.beth.harwell@legislature.state.tn.us

Ruth Johnson, J.D., of Nashville, is the Commissioner of the Tennessee Department of Revenue. Prior to joining State government, she was an attorney specializing in taxation and business law. She has served as Treasurer and Second Vice President of the Nashville Bar Association. She is a Board Member of the Nashville Symphony, the Hermitage and Baptist Hospital. ruth.e.johnson@state.tn.us

Yasmeen Mohiuddin, Ph.D., of Sewanee, is a University of the South Economics Professor. She consults with the World Bank and several United Nations agencies on gender issues relating to women's economic status. She is conducting a study of the wage gap between men and women. She has been instrumental in bringing two summer interns to assist the Economic Council on Women. ymohiudd@sewanee.edu

Lachelle Norris, Ph.D., of Sparta, is an Assistant Professor of Sociology at Tennessee Technological University. Dr. Norris has recently completed a study of West Tennessee workers displaced by plant closings. She recruited, conducted research for and chaired the Council's Job Training Task Force, whose recommendations are in this Report. She will chair the Council's Mentoring and Awareness Committee. lachellenorris@hotmail.com

Patricia Postma, Ph.D., is Director of Executive Education and Assistant Dean at the University of Tennessee's School of Business. She is concerned about women's limited access to high quality education at all levels, and their restricted job opportunities once they enter the workforce. She believes that the economic well-being of Tennessee is vitally linked to educational and economic opportunities for women. ppostma@utk.edu

Rep. Mary Pruitt, M.Ed., of Nashville, represents Tennessee House District 58. She is a retired educator and certified guidance counselor. She is a member of 100 Black Women of Nashville and a Past President of the Tennessee Middle District Civil Liberties League. She is Vice-Chair of the House Health and Human Resources Committee and serves on the House State and Local Government Committee. rep.mary.pruitt@legislature.state.tn.us

Wendy Pitts Reeves, L.C.S.W., of Maryville, is a Licensed Clinical Social Worker, who co-owns Cove Mountain Counseling. A second term Blount County Chamber of Commerce Board Member, she helped to establish the Blount County Women's Empowerment Coalition and Network and organized Tennessee's first AAUW Sister to Sister girls mentoring summit. wpreeves@bellsouth.net

Faith Tapp, B.S., of Knoxville, is President and CEO of Consumer Credit Counseling Services. Former Statewide President of the Tennessee Women's Political Caucus, she worked for many years in banking and for women's advocacy groups. She is interviewed frequently by the media on both financial and women's issues. Ms. Tapp arranged publicity for the Knoxville women's economic hearings. ftapp@cccset.org

Marianna Williams, J.D., of Dyersburg, represents the Northwest Tennessee Development District. A former Tennessee Lawyers' Association for Women President, she provided leadership to a board that helped start three domestic violence shelters in Northwest Tennessee. She organized economic listening tours for Dyersburg and served on the Council's Executive Committee for a year. marianna@ashleyarnold.com

Staff

Barbara Devaney, M.S.S.W., has been the Council's Executive Director since 1999. She directed United Way of Middle Tennessee's allocation process and later founded a United Way training and consultation program for non-profit executive directors and board members. She also served as Development and Finance Director for STARS, a youth drug and alcohol abuse and prevention agency. barbara.devaney@state.tn.us

Heather Stein, B.A., served first as an intern and then as the Council's Research Analyst from 2001-2002. She is a 2000 graduate of Vanderbilt University. She co-wrote and edited the Women's Economic Listening Tours Report. And managed the research, writing and production of the County Resource Directories. She left the Council June 30, 2002 to attend Seton Hall Law School.

APPENDIX E

COUNCIL HISTORY – 1998-2002

- June 1998 The One Hundredth Tennessee General Assembly passed TCA § 4-50-100, et seq., sponsored by Senator Thelma Harper and Representative Brenda Turner to create the Tennessee Economic Council on Women.
- Sept. 1998 The Tennessee Economic Council on Women's establishing legislation became effective.
- 1998 - 1999 The Governor, Speakers of the House and Senate and the Black and Women's Legislative Caucuses appointed twenty-one Council members.
- June 1999 The Council on Women convened for its first meeting, elected officers and adopted Bylaws.
- Nov. 1999 Barbara Devaney was hired as the Council's first Executive Director. The Executive Committee met almost bi-weekly through 2000 to establish the Council and 4 – 6 times per year thereafter.
- Dec. 1999 Representative Tommie Brown organized and helped conduct the Council's first Women's Economic Listening tour with African American women in Chattanooga, Tennessee.
- Dec. 1999 The Tennessee Economic Council on Women convened for a meeting.
- Jan. 2000 Revenue Commissioner Ruth Johnson (not then a Council member) met with the Council Executive Director and Chair to discuss the economic impact of Tennessee's taxes on Tennessee women.
- Jan. 2000 The Tennessee Economic Council on Women convened for a meeting, re-elected officers and developed its first Strategic Plan.
- Mar.–Dec. The Council conducted Women's Economic Listening Tours with over 500 women in each of Tennessee's nine Development Districts.
- Mar. 2000 The Tennessee Economic Council on Women convened for a meeting and presentations by speakers.
- Apr. 2000 The Tennessee Economic Council on Women convened for a meeting and presentations by speakers.
- May 2000 The Council conducted an Equal Pay Day Press Conference in Nashville.
- May 2000 The Council recruited and convened a Status of Women in Tennessee Advisory Committee to assist the Institute for Women's Policy Research in editing and contributing to its statistical report, *The Status of Women in Tennessee*.

May 2000	The Tennessee Economic Council on Women convened for a meeting and presentations by speakers.
Sept. 2000	The Council presented its first Biennial Report to Governor, Legislators, House Speaker James Naifeh, Senate Speaker John Wilder and Eleanor Yoakum, Governor Sundquist's Chief of Staff.
Sept. 2000	Council members met with female State Commissioners to review the Council's Biennial Report and future plans.
Sept. 2000	The Tennessee Economic Council on Women convened for a meeting and presentations by speakers.
Nov. 2000	The Council released <i>Status of Women in Tennessee</i> and conducted press conferences in Nashville, Johnson City and Memphis.
Nov. 2000	The Tennessee Economic Council on Women convened for a meeting and presentations by speakers.
Dec. 2000 Aug. 2002	Council members and the Executive Director presented programs on the Status of Women in Tennessee and other subjects to over 3,000 people in statewide groups.
Jan. – Apr. 2001	The Secretary of State provided two interns to the Economic Council on Women.
Jan. 2001	The Tennessee Economic Council on Women convened for a meeting, elected officers, and heard speaker presentations.
Feb. 2001	The Council established and convened a Job Training Task Force to study and evaluate the results of job training for Tennessee Women.
Feb. 2001	The Women's Economic Council Foundation, Inc. was chartered by the Tennessee Secretary of State, Division of Business Services.
Mar. 2001	Dr. David Schumann, Associate Dean of the University of Tennessee's College of Business Administration, donated his time to lead the Council's second Strategic Planning Retreat. The Upper Cumberland Development District underwrote retreat costs. Wendy Askins, Executive Director of the Upper Cumberland Development District, presented.
Apr. 2001	The Council received \$150,000 of a class action lawsuit settlement through the Attorney General's Office, for Women's Economic Needs Assessment, Job Training Study, Women's Resource Directories, Mentoring and Awareness Programs for Disadvantaged Girls and Women.
Apr. 2001	The Council published and distributed <i>Women's Economic Listening Tours</i> report to General Assembly, Governor, and other interested parties.
Apr. 2001	The Council gave an Equal Pay Day Press Conference and Legislators' Breakfast underwritten by Tennessee businesses and Senator Ward Crutchfield.

Apr. 2001	The Tennessee Economic Council on Women convened for a meeting.
May 2001	The Council hired intern Heather Stein as Research Analyst to assist in developing Resource Directories, Job Training Research and Mentoring and Awareness campaigns for girls and women.
May 2001	University of the South Tonya Scholarship intern Jennifer Smith developed a database for Rural Resource Directories.
May 2001	Board of Directors of the Women's Economic Council Foundation, Inc. was elected.
July 2001	The US Department of Agriculture granted \$5,000 award to produce Upper Cumberland Women's Resource Directories.
July 2001	The Tennessee Economic Council on Women convened for a meeting and heard presentations by speakers.
6/01-2/02	The Council staff and five college interns from Fisk, Maryville College, Middle Tennessee State University, Tennessee State University, and the University of the South, created and compiled Resource Directories for Clay, DeKalb, Fentress, Jackson, Macon, Overton, Pickett and Van Buren Counties. The Council collaborated with Girl Scouts to recruit volunteers through County Health Councils to assist with Resource Directories.
July 2001	The Tennessee Economic Council on Women convened for a meeting that included a presentation by Secretary of State Riley Darnell.
Sept. 2001	The Economic Council on Women launched its website.
Sept. 2001	The Board of Directors of the Women's Economic Council Foundation, Inc. held a meeting.
Oct. 2001	Council Vice-Chair Brenda Speer and Senator Marsha Blackburn conducted three Columbia Women's Economic Listening Tours.
Oct. 2001	The Bylaws of the Foundation were approved at a meeting of the Board of Directors of the Women's Economic Council Foundation, Inc.
Nov. 2001	The Council staff and Council Executive Committee member Jane Powers researched and visited mentoring programs for girls in Cookeville and Maryville, Tennessee.
Nov. 2001	The Tennessee Economic Council on Women convened for a meeting. Deborah Taylor Tate, Director of State & Local Policy Center, Vanderbilt Institute for Public Policy Studies, presented on US Census Data.

Jan. 2002	Dr. Cheryl London, Director of the Vanderbilt Medical School Learning Center, facilitated Council's Strategic Planning Retreat underwritten by Vanderbilt University.
Jan. 2002	The Tennessee Economic Council on Women convened for a meeting and elected officers. Labor and Workforce Development Commissioner Michael Magill, Higher Education Commission Director of Academic Programs Dr. Brian Noland, and Columbia State Community College's Dr. Bridgett Kelley presented.
Feb. 2002	The Tennessee Junior League Advocacy Committee established preserving the Economic Council on Women funding as its top lobbying priority.
Jan.-May	Council members and staff visited 70 Tennessee General Assembly members to inform them of the Council's work, Tennessee Women's economic status and the economic needs of women in their Districts.
Feb. 2002	The Women's Economic Council Foundation, Inc. was granted 501(c)(3) filing status by the Internal Revenue Service.
Mar. 2002	The Council collaborated with USDA Rural Development, Columbia State Community College, Columbia Career Center, South Central Development District, Columbia Women's Networking Group and various others to produce a Women's Entrepreneurs Conference for 100 Columbia, Tennessee women.
Mar. 2002	The Women's Economic Council Foundation, Inc. Board convened for a meeting.
Jan. – Apr.	The Council completed, posted on its website, and distributed County Resource Directories to Clay, DeKalb, Fentress, Jackson, Macon, Overton, Pickett and Van Buren counties.
Apr. 2002	The Executive Director spoke in Chattanooga, Tennessee to Tennessee State Advisory Committee of the U.S. Civil Rights Commission, which is studying Tennessee enforcement of women's civil rights.
Apr. 2002	The Tennessee Economic Council on Women co-sponsored a forum with the Vanderbilt Institute for Public Policy Studies to promote public private childcare partnerships. Department of Human Services Commissioner Natasha Metcalf and women in private industry spoke.
May 2002	The Tennessee Economic Council on Women convened for a meeting. Senator Thelma Harper and Representative Brenda Turner, Senate and House co-sponsors of the Council's establishing legislation, Economic and Community Development Commissioner Tony Grande and Tennessee USDA Rural Development Director Mary Ruth Tackett presented.
Aug. 2002	The Tennessee Economic Council on Women convened for a meeting. Senator Doug Jackson of Dickson, U.S. Women's Bureau Department of Labor Representative Delores Crockett and Assistant Commissioner of the Tennessee Department of Education Becky Kent spoke.

APPENDIX F

PRESENTATIONS BY COUNCIL MEMBERS AND EXECUTIVE DIRECTOR

Date	Audience	Subject	Audience Size
Jan. 24 2001	Nashville Women's Political Caucus	Status of Women in TN speech	100
Jan. 24	Chattanooga Retired Engineers Club	Status of Women in TN speech	15
Feb. 5	Tennessee Leadership	Status of Women in TN speech	20
Feb. 14	Tennessean reporter	Council Courtesy Call	1
Feb. 15	Labor and Workforce Development	Job Training Program Research	1
Feb. 20	100 Black Women	Listening Tour	23
Feb. 22	Constangy Brooks & Smith	Labor Laws	1
Feb. 22	East Tennessee Women's Political Caucus	Status of Women in TN speech	10
Mar. 5	Tennessee Network for Community and Economic Development	Women's Policy Discussion	15
Mar. 7	Tennessee Bar Association	TN Bar Foundation Discussion	2
Mar. 13	Senate Finance Committee	ECW Budget	12
Mar. 17	Trinity Lutheran Church - Chattanooga	Status of Women in TN speech	15
Mar. 27	Pellissippi State Community College	Status of Women in TN speech	17
Mar. 27	UT Knoxville Women's Month Presentation	Status of Women in TN speech	20
Mar. 31	100 Black Women - Sister to Sister Conference	Women's Economic Status panel	70
Apr. 3	Equal Pay Day Press Conference	Wage Gap	25
Apr. 9	Donelson Business & Professional Women	Status of Women in TN speech	35
Apr. 18	UT Martin Single Mothers Focus Group	Job Training Program Research	6
Apr. 19	State Executives and Staff	ECW Intern Wage Gap Speech	20
Apr. 25	Secty of State Darnell and Staff	ECW Intern Wage Gap Speech	3
May	League of Women Voters--Chattanooga	Status of Women in Tennessee	10
May 1	Senator Lincoln Davis	Council/Resource Directory	1
May 2	Senator Charlotte Burks	Council/Resource Directory	1
May 2	Morning Radio Talk Show-Nashville	Status of Women in Tennessee	100
May 3	Council of Community Services	Council/Resource Directory	1
May 9	Tennessee Legislators, Cabinet	Listening Tour Report Delivered	145
May 17	Financial Women International	Status of Women in TN speech	10
May 18	Cumberland Valley Girl Scouts-Cookeville	Council/Resource Directory	3
May 22	TN House Budget Subcommittee	ECW Budget	25
June 5	Greater Nashville Development District	Council/Resource Directory	3
June 8	Congressman John Tanner Office	About the Council	1
June 8	Congressman Bob Clement Office	About the Council	1
June 8	Congressman John Ford Office	About the Council	1
June 8	Senator Fred Thompson	About the Council	1
June 13	CABLE – Nashville	Status of Women in TN speech	300
June 15	Women's Resource Center	Business Loan Information	1
June 19	Hopeworks Job Training - Memphis	Job Training Program Research	5

June 19	Memphis Career Center	Job Training Program Research	3
June 19	YWCA – Memphis	Job Training Program Research	1
June 19	Women's Foundation for a Greater Memphis	Council/ Resource directory	5
July 5	Nashville Career Center	Labor & Workforce Development Training	1
July 6	Greater Nashville Development District	Small Business Loan Programs	1
July 11	YWCA of Nashville & Middle Tennessee	YWCA Job Training Programs	18
July 12	Economic and Community Development	Small Business Information	2
July 16	Chattanooga Times	Women's Political Participation	1
July 26.	CABLE Outreach Committee	Partnering on Appointing Women on Boards	15
Aug. 8	Natasha Metcalf, Department of Human Services	Job Training Program Research	2
Aug. 13	Girl Scout Council of Cumberland County	Upper Cumberland Resource Directory	4
Aug. 13	Stephens Center - Livingston	Overton Resource Directory	1
Aug. 13	Overton County Library	Overton Resource Directory	1
Aug. 13	The Paper Place - Livingston	Overton Resource Directory	1
Aug. 13	Overton County Agricultural Extension Service	Overton Resource Directory	1
Aug. 13	Pickett County Chamber of Commerce	Pickett Resource Directory	1
Aug. 13	Pickett County Library	Pickett Resource Directory	1
Aug. 13	Pickett County Senior Center	Pickett Resource Directory	1
Aug. 13	Upper Cumberland H R Agency	Pickett Resource Directory	1
Aug. 14	Jackson County Department of Human Services	Jackson Resource Directory	2
Aug. 14	Jackson County Library	Jackson Resource Directory	1
Aug. 14	Family Resource Center	Jackson Resource Directory	1
Aug. 14	Jackson County School System	Jackson Resource Directory	1
Aug. 14	Clay County Schools	Clay Resource Directory	1
Aug. 14	Clay County Family Resource Center	Clay Resource Directory	1
Aug. 14	Clay County Health Department	Clay Resource Directory	2
Aug. 14	Bank of Celina	Clay Resource Directory	1
Aug. 15	Consumer Credit Counseling - Cookeville	Putnam/UC Resource Directory	1
Aug. 15	Plateau Mental Health Center	Putnam/UC Resource Directory	8
Aug. 20	Genesis House – Cookeville	Fentress Resource Directory	1
Aug. 20	Fentress County Department of Human Services	Fentress Resource Directory	2
Aug. 20	Fentress County Florist	Fentress Resource Directory	1
Aug. 20	Fentress County Health Department	Fentress Resource Directory	2
Aug. 20	Upper Cumberland H R Agency	Fentress Resource Directory	2
Aug. 20	Fentress County Family Mission Shelter	Fentress Resource Directory	3
Aug. 29	Columbia State Community College	Columbia Entrepreneurs Group	1
Aug. 29	Career Center – Columbia	Columbia Entrepreneurs Group	2
Aug. 29	TN Dept of Economic and Community Development	Columbia Entrepreneurs Group	1
Aug. 29	Women's Resource Center - Nashville	Columbia Entrepreneurs Group	2
Aug. 29	USDA Rural Development - Lewisburg	Columbia Entrepreneurs Group	1

Sept. 17	Blount County Chamber of Commerce	Status of Women in TN speech	60
Sept. 20	Altrusa Club – Nashville	Status of Women in TN speech	10
Sept. 27	Fentress Department of Human Services	Fentress Advisory Committee	5
Sept. 27	Fentress Home Health Agency	Fentress Advisory Committee	1
Sept. 27	Family Mission – Jamestown	Fentress Advisory Committee	2
Sept. 27	Fentress Animal Hospital	Fentress Advisory Committee	2
Sept. 27	Fentress County Florist	Fentress Advisory Committee	1
Sept. 27	Upper Cumberland H R Agency	Fentress Advisory Committee	2
Sept. 27	Tanasi Girl Scouts – Knoxville	Fentress Girl Scouts	3
Sept. 27	Fentress Hospital	Fentress Advisory Committee	2
Sept. 27	Fentress County Health Council Chair	Fentress Advisory Committee	1
Sept. 27	Fentress County Adult Education	Fentress Advisory Committee	2
Sept. 27	Fentress County Executive Office	Fentress Advisory Committee	1
Oct. 8	Women in Construction	Status of Women in TN speech	20
Oct. 16	Union Bank and Trust - Livingston	Overton Advisory Committee	1
Oct. 16	American Savings – Livingston	Overton Advisory Committee	1
Oct. 16	Department of Human Services - Livingston	Overton Advisory Committee	1
Oct. 16	Overton County Department of Human Services	Overton Advisory Committee	1
Oct. 16	Housing Authority – Overton County	Overton Advisory Committee	1
Oct. 16	Livingston Hospital	Overton Advisory Committee	3
Oct. 16	Overton County Board of Education	Overton Advisory Committee	1
Oct. 16	Bank of Overton County	Overton Advisory Committee	1
Oct. 16	Overton County Chamber of Commerce	Overton Advisory Committee	1
Oct. 16	Bank of Cumberlands - Livingston	Overton Advisory Committee	1
Oct. 16	Doramus, Traugher & Ney Law Firm	Overton Advisory Committee	1
Oct. 16	Overton County Agricultural Extension Service	Overton Advisory Committee	2
Oct. 16	Rep. John Mark Windle's office	Overton Advisory Committee	1
Oct. 16	Stephens Center – Livingston	Overton Advisory Committee	1
Oct. 16	Overton County Girl Scouts	Overton Advisory Committee	2
Oct. 16	Community volunteers	Overton Advisory Committee	4
Oct. 16	Livingston Enterprise (newspaper)	Overton Advisory Committee	1
Oct. 16	Overton County News	Overton Advisory Committee	1
Oct. 16	Dale Hollow Mental Health Center	Overton Advisory Committee	1
Oct. 16	Overton County Library	Overton Advisory Committee	1
Oct. 16	TN Upper Cumberland Regional Health Office	Overton Advisory Committee	1
Oct. 16	Overton County Commission	Overton Advisory Committee	1
Oct. 18	Pickett Health Council	Pickett Resource Directory	15
Oct. 18	Upper Cumberland Regional Health Office	Upper Cumberland Resource Directory	2
Oct. 18	Girl Scout Gold Awards	Girl Scouts	2
Oct. 23	Van Buren County Health Council	Van Buren Resource Directory	18
Oct. 23	Van Buren H R Administration	Van Buren Resource Directory	2
Oct. 23	Van Buren Dept of Human Services	Van Buren Resource Directory	1
Oct. 25	Columbia Business Women Listening tour	Listening Tour	15
Oct. 25	Columbia Dislocated Workers Listening Tour	Listening Tour	9
Oct. 25	Columbia State Students Listening Tour	Listening Tour	7
Oct. 25	Vanderbilt Institute for Public Policy Studies	Corporate Child Care	2

Nov. 1	Cookeville Girl Scouts	Mentoring Program	80
Nov. 1	Maryville AAUW Sister to Sister Mentoring Program	Mentoring Program	100
Nov. 2	Tanasi Knoxville Girl Scouts	Speech to Scout Leaders	200
Nov. 6	Van Buren Health Council Resource Committee	Van Buren Resource Directory	5
Nov. 8	Jackson County Health Council	Jackson Resource Directory	15
Nov. 12	Columbia Women's Coalition	Columbia Women's Mentoring	6
Nov. 16	TN Health Department - Maternal and Child Health	ECW introduction, collaboration	1
Nov. 19	Clay County Health Council	Clay County Directory	20
Nov. 20	Macon County Health Council	Macon County Directory	16
Nov. 21	DeKalb County Wellness Commission	DeKalb Directory, Mentoring	6
Dec. 4	Macon County Women's Advisory Cmte	Macon County Directory	6
Dec. 7	Labor and Workforce Board Meeting	Job Training	20
Dec. 10	Labor and Workforce Development	Women's Job Training Evaluation	1
Dec.12	Vanderbilt University Medical Center	Council Retreat Planning	2
Dec. 13	Week of the Young Child meeting	Public Policy Planning	15
Dec.14	Council Legislative Committee Meeting	Legislative Awareness Plan	10
Dec. 17	Greater Nashville Regional Health Office	Trousdale Resource Directory	2
Jan. 2002	Clay County Health Council Resources Cmte	Resource Directory	4
Jan. 3	Senator Rochelle	ECW Introduction	1
Jan. 3	Brian Noland	THEC Education Report	2
Jan. 4	DeKalb Wellness Commission	Resource Directory	6
Jan. 8	Rep. Winningham	ECW Introduction	1
Jan. 8	Nashville Women's Political Caucus	Legislative Plan	15
Jan. 17	Pickett Health Council	Resource Directory Distribution	15
Jan. 23	Senator Marsha Blackburn	Council Update	1
Jan. 23	Sen. Charlotte Burks	Council Update	1
Jan. 23	Rep. Mary Pruitt	Council Update	1
Jan. 23	Rep. Joe Fowlkes	Council Update	1
Jan. 23	Rep. John White	Council Update	1
Jan. 23	Rep. Carol Chumney	Council Update	1
Jan. 24	Commissioner Michael Magill, Susan Cowden	Labor and Workforce Development	2
Jan. 24	Dr. Brian Noland	Educational Needs Index	1
Jan. 24	Dr. Bridgett Kelly	Community College students	1
Jan. 24	Dr. Diane Neighbors	Corporate Child Care	1
Feb. 4	Fentress Courier	Resource Directory Press Release	1
Feb. 4	Fentress County Health Council	Resource Directory Distribution	15
Feb. 4	Fentress Department of Human Services	Resource Directory Distribution	1
Feb. 13	Lt. Gov. Wilder	Council Update	1
Feb. 14	Overton Women's Resources Advisory Cmte	Resource Directory/planning	8
Feb. 14	Overton Health Council	Resource Directory	13

Feb. 19	Macon County Health Council	Distribution Resource Directory	21
Feb. 22	Job Training Task Force	Distribution Job Training	8
Feb. 25	Democratic Women	Recommendations Legislative Reception	24
Feb. 25	Rep. George Fraley	Council Budget	1
Feb. 26	Van Buren Health Council Resource Cmte	Resource Directories	17
Feb. 27	Speaker Naifeh	Council's Budget	1
Feb. 28	Rep. Tim Garrett	Council Update	1
Mar. 4	Tennessee Self-Sufficiency Cmte	Wider Opportunities for Women	23
Mar. 4	Memphis Rise Foundation	Memphis Women's Housing	1
Mar. 5	University of the South	Status of Women in Tennessee	40
Mar. 6	Jr League of Tennessee	Press Release, Jr. League Plan	1
Mar. 6	Sen. Ward Crutchfield	Council Update	1
Mar. 6	Rep. Lois DeBerry	Council Update	1
Mar. 6	Rep. Ulysses Jones	Council Update	1
Mar. 6	Rep. Johnny Shaw	Council Update	1
Mar. 6	Rep. Larry Turner	Council Update	1
Mar. 6	Sen. Tommy Haun	Council Update	1
Mar. 7	Wendy Askins, Upper Cumberland Development District	Resource Directory Planning	1
Mar. 7	Pulaski Business & Professional Women	Status of Women in Tennessee	30
Mar. 8	Columbia Women's Conference	Entrepreneurial Workshop	110
Mar. 11	Rep. Matt Kisber	Council Budget	1
Mar. 11	Clay County Health Council	Resource Directory Distribution	20
Mar. 11	ECD Commissioner Tony Grande	Council Update	4
Mar. 11	Junior League Legislative Reception	Rinks, Baird, Winningham, Bittle	20
Mar. 12	Jr. League Advocacy Cmte, Lois DeBerry	ECW Talking Points	15
Mar. 12	Sen. Micheal Williams	Council Update	1
Mar. 13	Nashville Women's Political Caucus	Leg. Breakfast co-sponsor	15
Mar. 13	Sen. Tim Burchett	Council Update	1
Mar. 13	Rep. Steve McDaniel	Council Update	1
Mar. 13	Rep. Edith Langster	Council Update	1
Mar. 13	Rep. Joe Armstrong	Council Update	1
Mar. 13	Sen. Bob Rochelle	Council Update	1
Mar. 13	Com. Faye Taylor (Education)	Council Update	1
Mar. 13	Rep. Jamie Hagood	Council Update	1
Mar. 13	Sen. Rosalind Kurita	Council Update	1
Mar. 13	Sen. Bill Clabough	Council Update	1
Mar. 13	Sen. Douglas Henry	Council Update	1
Mar. 20	US Army Corps of Engineers	Status of Women in Tennessee	50
Mar. 20	DeKalb Health Council	Resource Directories	15
Mar. 21	Davidson County Democratic Women	Status of Women in Tennessee	20
Mar. 25	Dell Women's Network	Status of Women in Tennessee	25
Mar. 25	May Alice Ridley (Dept. of Education)	Civil Rights/Mentoring	1
Mar. 26	Rep. Sherry Jones	Council Update	1

Mar. 26	Sen. Gene Elsea	Council Update	1
Mar. 26	Sen. Ben Atchley	Council Update	1
Mar. 26	Maryville AAUW	Women in Politics and Business	30
Mar. 27	Tennessee Society for Clinical Social Work	Status of Women in Tennessee	20
Mar. 27	Rep. Tre Hargett	Council Update	1
Mar. 27	Sen. Ron Ramsey	Council Update	1
Mar. 27	Rep. Diane Black	Council Update	1
Mar. 27	Rep. Tommy Head	Council Update	1
Mar. 27	Sen. Jim Kyle	Council Update	1
Mar. 27	Rep. Brenda Turner	Council Update	1
Mar. 27	Rep. William Baird	Council Update	1
Mar. 27	Rep. John Mark Windle	Council Update	1
Mar. 28	Rep. Mae Beavers	Council Update	1
Mar. 28	Mary Ruth Tackett, USDA Rural Development	USDA Grant Funds	2
Apr. 2	Rep. John Hood	Council Update	1
Apr. 2	Rep. Joe Kent	Council Update	1
Apr. 2	Rep. Zane Whitson	Council Update	1
Apr. 2	Rep. Bobby Wood	Council Update	1
Apr. 2	Rep. Beth Harwell	Council Update	1
Apr. 3	Rep. Jim Boyer	Council Update	1
Apr. 3	Rep. Stancil Ford	Council Update	1
Apr. 3	Rep. H.E. Bittle	Council Update	1
Apr. 3	Sen. Doug Jackson	Council Update	1
Apr. 3	Sen. Jo Haynes	Council Update	1
Apr. 3	Rep. Jere Hargrove	Council Update	1
Apr. 11	U.S. Commission on Civil Rights – TN	Status of Women in Tennessee	5
Apr. 11	Week of the Young Child Luncheon	Childcare and Business	65
Apr. 15	Nashville Downtown Rotary Club	Wage Gap	300
Apr. 15	Blount County Chamber Women's Group	Mentoring Recruitment	15
Apr. 16	Rep. Ken Givens	Council Update	1
Apr. 16	Rep. Don Ridgeway	Council Update	1
Apr. 16	Rep. Craig Fitzhugh	Council Update	1
Apr. 16	Rep. Ben West	Council Update	1
Apr. 16	Rep. Phillip Pinion	Council Update	1
Apr. 16	Rep. Harry Tindell	Council Update	1
Apr. 16	Rep. Bobby Sands	Council Update	1
Apr. 16	Sen. Jeff Miller	Council Update	1
Apr. 19	Joanne Pulles	HCA Foundation Funding	1
Apr. 23	Rep. Ronnie Cole	Council Update	1
Apr. 23	Rep. David Davis	Council Update	1
Apr. 23	Sen. Mark Norris	Council Update	1
Apr. 24	Covington Women in Business	Status of Women in Tennessee	110
Apr. 30	Rep. Keith Westmoreland	Council Update	1
Apr. 30	Sen. Larry Trail	Council Update	1
Apr. 30	Sen. Bobby Carter	Council Update	1
May 1	Rep. Barbara Cooper	Council Update	1
May 1	Robert McKee	Council Update	1
May 1	Rep. Donna Rowland	Council Update	1

May 8	Sen. Jo Ann Graves	Council Update	1
May 24	Downtown Exchange	Public/Private Child Care Partners	40
June 3	USDA Rural Development - Pam Crozier	Council Grant Application	1
June 4	Capitol Hill Press	Self-Sufficiency Press Conference	20
June 4	House Finance Ways & Means Cmte	Council Funding	60
June 6	Overton Women's Resources Advisory Committee	Overton Mentoring with Girl Scouts	6
June 17	East Memphis BPW	Status of Women in Tennessee	20
June	Knoxville Executive Women	Status of Women in Tennessee	50
June	Maryville Kiwanis Club Presentation	Status of Women in Tennessee	75
July 15	Lebanon Business and Professional Women	Women in Politics	20
Aug. 3	Tennessee Junior League Legislative Cmte	Women's Legislative Agenda	13
Aug. 8	Delores Crockett, U.S. Dept of Labor	Women's Bureau Funding	1
Aug. 12	Kathy England-Walsh	TN Coalition - Dom. Violence.	1
Aug. 15	Week of Young Child Planning	Executive Committee Meeting	4
Aug. 20	Nashville Academy of Medicine Alliance	Women's Health Initiative	12
Aug. 21	Nashville Women's Breakfast Club	Status of Women in Tennessee	15
Aug. 23	Chattanooga Domestic Violence Coalition	Economic Impact Forum	6
		Total Number in Audiences	3346

APPENDIX G

COUNCIL MEMBERS IN-KIND VOLUNTEER CONTRIBUTIONS

COUNCIL MEMBER, POSITION & PROFESSION	SERVICES	ESTIMATED TIME
Carol Berz , J.D., MSSW, Chattanooga – Dispute Resolution	Attends Council meetings; meets with legislators and staff on behalf of ECW, Civil Rights Commission work for Council	40-60 hrs/yr
Wilsie Bishop, D.P.A., Johnson City -- Dean, ETSU	Attends Council meetings; meets with legislators and staff on behalf of ECW	20-25 hrs/yr
Minnie Bommer, M.A., Covington, Executive Cmte -- Fund Raiser	Attends Executive Committee and Council meetings; consults with Ex Dir on policy issues; meets with legislators and staff on behalf of ECW. Board member of Women's Economic Foundation, Inc. Board member of Women's Economic Foundation, Inc.	60-75 hrs/yr
Ruth Johnson, CPA, J.D., Nashville – Tennessee Commissioner of Revenue	Attends Council meetings; serves on Legislative Committee; consults on legal, fiscal and legislative issues	20-40 hrs/yr
Linda Knight, J.D., Nashville, Secretary – Attorney	Attends and takes minutes at all Council and Ex Cmte meetings; provides legal consultation; consults with Ex Dir, Chair and Exec. Cmte several times per week. Speaks to public groups for ECW. Chairs Public Relations Committee; Reviews and edits all press releases, memoranda, publications, etc., that are disseminated. Secretary of Women's Economic Foundation, Inc.	150-250 hrs/yr
Yasmeen Mohiuddin, Ph.D., Sewanee – Chair, Dept. of Economics, U of the South	Attends Council meetings; prepared Wage Gap study; provides U of South interns to assist ECW in its work, meets with legislators and staff on behalf of ECW	50-75 hrs/yr
Elliott Moore, M.S.S.W., Bristol, Executive Cmte -- Dir. Comm. & Government. Rel., Mtn. States Health Alliance	Attends Council and Executive Committee meetings; Consults on legislative and policy issues; no travel claims. Board member of Women's Economic Foundation, Inc.	60-75 hrs/yr

Lachelle Norris, Ph.D., Cookeville, Job Training Task Force Chair -- Asst Professor, TN Tech Univ.	Chaired Job Training Task Force, including professionals and representatives of various constituencies statewide; supervised student interns on job training research, convened four task force meetings, wrote and presented paper on findings and recommendations, chairs Mentoring and Awareness Committee; consults with staff, attended four Council meetings; meets with legislators and staff on behalf of ECW; one travel claim	60-75 hrs/yr
Jane Powers, J.D., Crossville, Executive Cmte – Attorney	Prepared and filed Foundation Charter, attended 501(c)(3) IRS status training; prepared and filed request to IRS for 501(c)(3) status; legal research; meets with legislators and staff on behalf of ECW; consults with Chair and Secretary; attends Council and Exec Cmte meetings. Board member, Treasurer and General Counsel of Women's Economic Foundation, Inc.	75-100 hrs/yr
Wendy Pitts Reeves, M.S.S.W., Maryville – Licensed Clinical Social Worker	Attends Council meetings; speaks to area group on Status of Women; leads several Blount County girls and women's mentoring programs; consults with staff on mentoring programs; meets with legislators and staff on behalf of ECW	60-70 hrs/yr
Brenda Speer, Pulaski, Vice Chair -- Insurance Broker	Chairs Legislative Committee, fundraising, consults with staff, meets with legislators and staff on behalf of ECW, attends Council and Ex. Cmte meetings. Vice-Chair of Women's Economic Foundation, Inc.	60-75 hrs/yr
Faith Tapp, Knoxville -- Counseling Service	Gives speeches and meets with legislators and staff; attends Council meetings	40-60 hrs/yr
Molly Williams, J.D., Dyersburg, Former Exec. Comm. member -- Attorney	Attends Council meetings	5-15 hrs/yr
Yvonne Wood, M.Ed., Lebanon, Chair – Meeting Planner	Plans and attends Council (4) and Exec. Cmte (6) meetings; consults with Ex Dir; speaks to public groups for ECW; meets with legislators and staff on behalf of ECW; chairs Women's Economic Foundation, Inc.	250-300 hrs/yr